

CODE OF CONDUCT

WAVERLEY GYMNASTICS CENTRE



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GYMNAST CODE OF CONDUCT

- Abide by all Waverley Gymnastics Centre (WGC), Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules, policies and procedures.
- Actively support all efforts to create a child safe culture and remove verbal and physical abuse from sporting activities.
- Refrain from any form of discrimination, harassment, bullying, abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Be a positive role model by displaying discipline, respect, care and diligence towards your teammates, coaches, other WGC staff, and all others involved in our sport.
- Never partake in behaviour that could harm the reputation of WGC or the sport of gymnastics.
- Ensure good sportsmanship is continuously displayed in all situations and to all individuals.
- Respect decisions made by management, coaches, officials and judges both internally and externally to WGC.
- Trust and respect the knowledge and direction of the coaching team.
- Do not criticise judges or officials – express all concerns to your coach.
- Accept all scores and decisions with good grace and good sportsmanship.
- Do not touch or use other individuals' property at WGC or at any gymnastics events without permission.
- Report any form of misconduct of inappropriate behaviour/treatment to a WGC staff member.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or any gymnastics event where permission is not granted.
- WGC prohibits athletes from smoking or consuming alcohol at any point during WGC programming (including at WGC facilities, trip accommodation, external competition venues and team activities)

PARENT CODE OF CONDUCT

- Abide by all Waverley Gymnastics Centre (WGC), Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules, policies and procedures.
- Actively support all efforts to create a child safe culture and remove verbal and physical abuse from sporting activities.
- Refrain from any form of discrimination, harassment, bullying, abuse, intimidation, victimisation or vilification of others, including bias of age, race, gender, disability, sexuality, gender identity or religion.
- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.

CODE OF CONDUCT

WAVERLEY GYMNASTICS CENTRE



- Always set a good example for your child and all WGC gymnasts and members by demonstrating appropriate behaviour and conduct.
- Be a positive role model by displaying discipline, respect, care and diligence towards your child's teammates, coach, other WGC staff, and all others involved in our sport.
- Report any form of misconduct of inappropriate behaviour/treatment to a WGC staff member as per the 'questions and concerns procedure'
- Never partake in behaviour that could harm the reputation of WGC or the sport of gymnastics.
- Ensure both you and your child demonstrate good sportsmanship in all situations and to all individuals continuously.
- Respect (and encourage your child to respect) decisions made by management, coaches, officials and judges both internally and externally to WGC.
- Trust and respect the process, knowledge and direction of the coaching team.
- Do not criticise your child or any other gymnast in a public environment (reserve appropriate constructive criticism for a private setting)
- Raise any issues or concerns in a private and appropriate manner to the relevant WGC coach or staff member.
- Leave any performance-based criticism to your child's coach.
- If you have a question, concern or complaint follow appropriate channels as per the WGC communications procedure.
- Ensure all communication (written and verbal) displays respect, care and positive intent.
- Consistently emphasise and ensure your child's enjoyment in the sport rather than the results.
- Ensure children are involved and continue in the sport for their personal enjoyment and not the expectation of others.
- Communicate to your child that an honest effort is as important as victory to ensure the result of each competition is accepted without undue disappointment.
- Respect the club's policy of an independent gymnast training environment (except during open weeks, competitions and invited activities) to allow your child's independence to flourish and allow them the best chance of success in the sport.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or any gymnastics event where permission is not granted.
- If filming, recording, and / or photographing at training (during open weeks) or competitions, and intending to post on social media, please ensure that you have sought permission from any other parents/guardians of children other than your own if they are visible in the footage.
- WGC promotes and encourages a smoke free environment; parents who wish to smoke at WGC facilities or activities (including trip accommodation, competition venues and team activities) must maintain a 10-meter radius at all times.
- No alcohol is to be brought or consumed at WGC programming (including trip accommodation, external competition venues and team activities)

COACH CODE OF CONDUCT

- Abide by all Waverley Gymnastics Centre (WGC), Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules, policies and procedures.
- Actively support all efforts to create a child safe culture and remove verbal and physical abuse from sporting activities.
- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of participants above all else.
- Refrain from any form of discrimination, harassment, bullying, abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.

CODE OF CONDUCT

WAVERLEY GYMNASTICS CENTRE



- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Set a good example for all WGC gymnasts and members by demonstrating appropriate behaviour and conduct at all times.
- Conduct yourself in a manner consistent with your position as a positive role model for children and as a representative of WGC by displaying discipline, respect, care and diligence towards other coaches, gymnasts and all others involved in our sport.
- Report any form of misconduct or inappropriate behaviour/treatment to the appropriate WGC staff member as per the 'questions and concerns procedure'
- Never partake in behaviour that could harm the reputation of WGC or the sport of gymnastics.
- Always ensure both you and your gymnasts demonstrate and encourage good sportsmanship in all situations and to all individuals.
- Ensure each child is given the best opportunity to reach their full gymnastics potential.
- Take all reasonable steps to ensure equipment, facilities and programs meet all health and safety standards, and are appropriate to the age and ability of participants.
- Provide inclusive opportunities for participation in gymnastics to all children in your class.
- Be aware of and support policies and practices in relation to injury management and return to the play.
- Follow the advice of a sports science or medical professionals when determining when an injured gymnast is ready to recommence training.
- Ensure your requests of gymnasts' time, energy and enthusiasm are appropriate.
- Provide a healthy and enjoyable environment for gymnasts, fellow coaches and colleagues when at WGC by demonstrating positive verbal and body language.
- Ensure appropriate language and communication is used at all times.
- Be aware of the role of the coach as an educator. As well as imparting knowledge and skills, promote desirable personal and social behaviours.
- Regularly partake in professional development to ensure your coaching is progressive and evolving.
- Keep up to date with current changes in rules and regulations within the gymnastics industry.
- For serious issues concerning a gymnast (such as behaviour/training concerns or team selection) ensure any discussion with parents takes place in a private setting and is then followed up in writing.
- Ensure you use a WGC device for any filming, recording, and / or photographing at training for coaching purposes.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or at any gymnastics event where permission is not granted.
- Ensure and remind others that you must have sought permission from any other parents/guardians/clubs of athletes outside WGC if they are visible in footage or photography before posting.
- WGC prohibits coaches from smoking or consuming alcohol in front of athletes at any point during WGC programming (including WGC facilities, trip accommodation, external competition venues and team activities)
- Assist WGC in promoting and encouraging a smoke free environment by enforcing that parents or any other WGC individuals who wish to smoke at WGC facilities or activities (including trip accommodation, competition venues and team activities) must always maintain a 10-meter radius.

ADMINISTRATOR CODE OF CONDUCT

- Abide by all Waverley Gymnastics Centre (WGC), Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules, policies and procedures.
- Actively support all efforts to create a child safe culture and remove verbal and physical abuse from sporting activities.
- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of participants above all else.

CODE OF CONDUCT

WAVERLEY GYMNASTICS CENTRE



- Refrain from any form of discrimination, harassment, bullying, abuse, intimidation, victimisation or vilification of others, including the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Always set a good example for all WGC gymnasts and members by demonstrating appropriate behaviour and conduct.
- Conduct yourself in a manner consistent with your position as a positive role model for children and as a representative of WGC by displaying discipline, respect, care and diligence towards other coaches, gymnasts and all others involved in our sport.
- Report any form of misconduct of inappropriate behaviour/treatment to senior WGC staff as per the 'questions and concerns procedure' immediately.
- Report any safety issues to the appropriate staff member.
- Never partake in behaviour that could harm the reputation of WGC or the sport of gymnastics.
- Ensure you demonstrate and encourage good sportsmanship in all situations and to all individuals.
- Take all reasonable steps to ensure equipment, facilities and programs meet health and safety standards, and are appropriate to the age and ability of participants.
- Be aware of and support policies and practices in relation to injury management and return to play.
- Provide inclusive opportunities for participation in gymnastics to all children.
- Rules, equipment, length of competitions and training schedules should take into consideration the age, ability and maturity level of participating children.
- Ensure that adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skills.
- Ensure regular opportunities are available for improving the standards of coaching and officiating, with an emphasis on appropriate sports behaviour and skills.
- Ensure all club members and affiliates are informed and can access all WGC policies and procedures.
- Ensure you use a WGC device for any filming, recording, and / or photographing at training and are only for official WGC purposes.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or any gymnastics event where permission is not granted.
- Ensure and remind others that you must have sought permission from any other parents/guardians/clubs of athletes outside WGC if they are visible in footage or photography before posting.
- WGC prohibits staff from smoking or consuming alcohol in front of athletes at any point during WGC programming (including WGC facilities, trip accommodation, external competition venues and team activities)
- Assist WGC in promoting and encouraging a smoke free environment by enforcing that parents or any other WGC individuals who wish to smoke at WGC facilities or activities (including trip accommodation, competition venues and team activities) must always maintain a 10-meter radius.

COMMITTEE CODE OF CONDUCT

- Abide by all Waverley Gymnastics Centre (WGC), Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules, policies and procedures.
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- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of participants above all else.
- Refrain from any form of discrimination, harassment, bullying, abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.

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WAVERLEY GYMNASTICS CENTRE



- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Set a good example for all WGC gymnasts and members by demonstrating appropriate behaviour and conduct at all times.
- Conduct yourself in a manner consistent with your position as a positive role model for children and as a representative of WGC by displaying discipline, respect, care and diligence towards other coaches, gymnasts and all others involved in our sport.
- Report any form of misconduct or inappropriate behaviour/treatment.
- Never partake in behaviour that could harm the reputation of WGC or the sport of gymnastics.
- Understand that as a Committee member you have a responsibility to other Committee members, the moral owners of the organisation, and to the employees, volunteers and members of WGC.
- Attend Committee meetings regularly and consider that missing three consecutive meetings without Committee approval serves as automatic resignation.
- Be prepared for the Committee meetings and ensure all policies scheduled for review have been revised carefully.
- Guide and promote members to follow the WGC policies and communication pathways.
- Make informed decisions, then support all finalised verdicts once they have been fully discussed and resolved by the Committee.
- Always respect others opinions and respect the right to disagree.
- Identify Committee actions and conditions that run counter to WGC policies and modify the necessary adjustments.
- Observe the highest standards of ethics, integrity and professional conduct at all times.
- Understand that the operational running of the club is the responsibility of the WGC Director and ensure that communication with staff occurs through or in conjunction with the WGC Director.
- Do not allow personal interests, or the interests of any associated person or organisation to conflict with the interests of WGC.
- Disclose upfront any potential conflicts of interest.
- Refrain from conveying personal issues to the Committee, instead follow the communication pathways set for all members.
- Confidential information received in the course of the Committee duties remains the property of WGC. Do not disclose, or allow information to be disclosed, unless authorised by the President or WGC Director, or is required by law.
- Do not make improper use of information acquired as a Committee member and respect the confidentiality of the Committee debate and deliberation process.
- Do not disclose information gained from Committee privilege until such information has been officially distributed.
- Ensure you use a WGC device for any filming, recording, and / or photographing at training for official WGC purposes.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or any gymnastics event where permission is not granted.
- Ensure and remind others that you must sought permission from any other parents/guardians/clubs of athletes outside WGC if they are visible in footage or photography.
- WGC prohibits committee members from smoking or consuming alcohol in front of athletes at any point during WGC programming (including WGC facilities, trip accommodation, external competition venues and team activities)
- Assist WGC in promoting and encouraging a smoke free environment by enforcing that parents or any other WGC individuals who wish to smoke at WGC facilities or activities (including trip accommodation, competition venues and team activities) must always maintain a 10-meter radius.

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CHAPERONE CODE OF CONDUCT

- Abide by all Waverley Gymnastics Centre (WGC), Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules, policies and procedures.
- Actively support all efforts to create a child safe culture and remove verbal and physical abuse from sporting activities.
- Comply with all Waverley Gymnastics Centre, Gymnastics Victoria, Gymnastics Australia and Victorian child safety standards.
- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of participants above all else.
- Refrain from any form of discrimination, harassment, bullying, abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Set a good example for all WGC gymnasts and members by demonstrating appropriate behaviour and conduct at all times.
- Conduct yourself in a manner consistent with your position as a positive role model for children and as a representative of WGC by displaying discipline, respect, care and diligence towards other coaches, gymnasts and all others involved in our sport.
- Report any form of misconduct of inappropriate behaviour/treatment to a WGC staff member immediately.
- Never partake in behaviour that could harm the reputation of WGC or the sport of gymnastics.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or any gymnastics event where permission is not granted.
- Ensure and remind others that you must sought permission from any other parents/guardians/clubs of athletes outside WGC if they are visible in footage or photography.
- WGC prohibits chaperones from smoking or consuming alcohol in front of athletes at any point during WGC programming (including WGC facilities, trip accommodation, external competition venues and team activities)
- Assist WGC in promoting and encouraging a smoke free environment by enforcing that parents or any other WGC individuals who wish to smoke at WGC facilities or activities (including trip accommodation, competition venues and team activities) must always maintain a 10-meter radius.

JUDGE CODE OF CONDUCT

- Abide by all Waverley Gymnastics Centre (WGC), Gymnastics Victoria and Gymnastics Australia codes of conduct, codes of ethics, rules, policies and procedures.
- Actively support all efforts to create a child safe culture and remove verbal and physical abuse from sporting activities.
- Provide a safe, welcoming and inclusive environment that places health, welfare and wellbeing of participants above all else.
- Refrain from any form of discrimination, harassment, bullying, abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, gender, disability, sexuality, gender identity or religion.
- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Set a good example for all WGC gymnasts and members by demonstrating appropriate behaviour and conduct at all times.

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- Conduct yourself in a manner consistent with your position as a positive role model for children and as a representative of WGC by displaying discipline, respect, care and diligence towards other coaches, gymnasts and all others involved in our sport.
- Report any form of misconduct of inappropriate behaviour/treatment.
- Never partake in behaviour that could harm the reputation of WGC or the sport of gymnastics.
- Adhere to all judging rules and regulations fairly and to the best of your abilities.
- Ensure consistency, objectiveness and courtesy in calling all violations.
- Actively seek professional development opportunities to keep yourself informed of new or evolving judging requirements and the principles of growth and development of children.
- Contribute to the education process in gymnastics. Judges can assist gymnasts and coaches to maximise gymnast's potential by ensuring requirements are understood, and by encouraging good sportsmanship.
- Ensure you are wearing appropriate clothing attire at all competitions and events.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or any gymnastics event where permission is not granted.
- Ensure and remind others that you must sought permission from any other parents/guardians/clubs of athletes outside WGC if they are visible in footage or photography.
- WGC prohibits WGC judges from smoking or consuming alcohol in front of athletes at any point during WGC programming (including WGC facilities, trip accommodation, external competition venues and team activities)
- Assist WGC in promoting and encouraging a smoke free environment by enforcing that parents or any other WGC individuals who wish to smoke at WGC facilities or activities (including trip accommodation, competition venues and team activities) must always maintain a 10-meter radius.

SPECTATOR CODE OF CONDUCT

- Comply with all Waverley Gymnastics Centre, Gymnastics Victoria, Gymnastics Australia and Victorian child safety standards.
- Actively support all efforts to create a child safe culture and remove verbal and physical abuse from sporting activities.
- Treat everyone in our sport in a considerate, respectful, objective and courteous manner with a proper regard for their rights, dignity and worth.
- Always set a good example for all WGC gymnasts and members by demonstrating appropriate behaviour and conduct at all times.
- Never partake in behaviour that could harm the reputation of WGC or the sport of gymnastics.
- Always ensure you demonstrate good sportsmanship at all times and to all individuals.
- Respect decisions made by management, coaches, officials, judges both internally and externally to the WGC.
- Do not criticise any gymnast in a public environment (reserve appropriate constructive criticism for a private setting)
- Leave any performance-based criticism or comments to the gymnast's coach.
- Consistently focus on ensuring the enjoyment of the child participating in the sport over results.
- Applaud respectable performances from other teams and gymnasts. Congratulate all gymnasts regardless of the outcome or result.
- Do not engage in any filming, recording, photography or use of mobile phones in change-rooms at WGC or any gymnastics event where permission is not granted.
- If filming, recording, and / or photographing at training (during open weeks) or competitions, and intending to post on social media, please ensure that you have sought permission from any other parents/guardians of children other than your own if they are visible in the footage.

CODE OF CONDUCT

WAVERLEY GYMNASTICS CENTRE



- WGC promotes and encourages a smoke free environment; spectators who wish to smoke at WGC facilities or activities (including trip accommodation, competition venues and team activities) must always maintain a 10-meter radius .
- No alcohol is to be brought or consumed at WGC programming (including trip accommodation, external competition venues and team activities)

APPROVAL AND REVIEW

Approved By:	Stuart Ireland, Vice President, WGC
Approval Date:	July 2019
Review Date:	July 2021
Policy Owner:	Child Protection and Policies Compliance Manager / Governance Sub-Committee
Contact Details:	compliance@wgc.org.au